Employers' Responses to the Open-Ended Question:

"In trying to fill this postion, what is the greatest difficulty you have faced, if any?"

DIFFICULTY	NUMBER OF RESPONSES	PERCENT OF RESPONSES	
We have been unable to find applicants with the specific experience, training, skills and/or certification that we are seeking.	42	20.49%	
No reported difficulty in filling vacancy.	32	15.61%	
Some aspect of the job is undesirable to applicants (such as shifts, weekends, nights, schedule changes, heavy lifting, etc.)	24	11.71%	
Some other difficulty mentioned.	24	11.71%	
We have been unable to find qualified applicants and/or applicants with experience.	21	10.24%	
Finding people that want to work. Not enough applications submitted.	19	9.27%	
The work ethic of people, once they are hired, is unacceptable. This included comments on social skills, appearance, attitude, maturity, and dependability.	13	6.34%	
Turnover- keeping people once they have been hired is the biggest problem.	9	4.39%	
Finding people to pass a drug test or background check (such as driving record or credit check).	9	4.39%	
Qualified applicants will not work for the compensation package we offer.	8	3.90%	
There is a shortage of people in the occupation.	4	1.95%	
Total Responding to the Open-Ended Question	205	100.00%	

These answers are not necessarily verbatim responses, but a compilation of similar responses.

What is the difference between industry group and occupational group?

An industry is a group of establishments, categorized according to the goods or services they provide. For purposes of this study, many of the industry sectors are grouped together to provide summary information. For instance, the industry sectors of Wholesale Trade, Retail Trade, Transportation and Warehousing, and Utilities are combined to form a summary industry group called Trade, Transportation & Utilities.

An occupational group is a group of workers, categorized according to the skills they have and what they do on the job. For example, Healthcare Practitioner and Technical Occupations is one occupational group that includes many different types of occupations such as Dentists, Optometrists, Therapists, Veterinarians, Diagnostic related Technologists and Technicians, and Medical Records and Health Information Technicians. These are just a few of the occupations you can find in this occupational group.

Each industry contains a variety of occupations, and many occupations may be found in every industry. Using Healthcare Services (part of the summary industry group of Education & Health Services) as an example, you may find the following occupations in a hospital: doctors, therapists, office managers, medical records clerks, housekeepers, nurses, food preparation workers, and maintenance workers.

During the second quarter 2005, a Job Vacancy Survey was conducted based on a random sample of Louisiana establishments covered by Louisiana's unemployment insurance tax laws. The sample was stratified by firm size, regional labor market area, and industry. The total sample size was 8,544 with an overall response rate of 56%. This survey was conducted prior to Hurricane Katrina. The Second Quarter 2005 Job Vacancy Survey reports for the state and eight regional labor market areas (RLMAs) can be found on the LDOL Web site: www.LAWORKS.net/gm_JVS.asp

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SHREVEPORT REGIONAL JOB VACANCY SURVEY **SECOND QUARTER 2005**

DEPARTMENT OF LABOR * WWW.LAWORKS.NET

THE PURPOSE OF A JOB VACANCY SURVEY vices (4.6 percent). Other Services consist is to identify the number and types of jobs available in specific industries and regions of the state. The results of the survey assist educational units, employment and training providers, and local workforce councils in responding to industry needs. The Job Vacancy Survey data provides a unique snapshot of the conditions in a given re-

gion and/or occupational labor market.

There were 4,968 job vacancies in Regional Labor Market Area 7 (Shreveport Region) during the 2nd quarter of 2005 resulting in a vacancy rate of 2.24 percent. This means that for every 100 jobs, approximately 2 1/4 jobs were vacant at the time of the survey. The largest number of job vacancies (963) was found in the occupational group of Office and Administrative Support Occupations while the largest vacancy rate was in Installation, Maintenance, were classified as private and 16 percent and Repair Occupations at 5.92 percent.

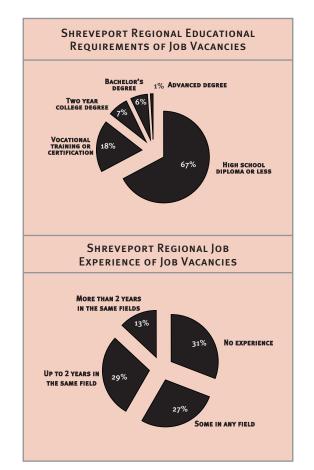
In the table below, Shreveport Regional Job Vacancies by Industry Group, Trade, Transportation and Utilities had the largest number of job vacancies (1,095) while the highest vacancy rate was in Other Ser-

of repair and maintenance, personal and laundry services, membership associations and organizations, and private household.

Overall, Shreveport-Bossier City area employers were seeking experienced workers. Only 31 percent required no job experience while 69 percent had jobs that required some experience. Approximately one-third of the jobs required training past high school and 67 percent required a high school diploma or less. The largest percentage of job vacancies (43 percent) paid \$5.15 to \$7.00 per hour. Only 10 percent of the job vacancies paid \$5.15 or less.

This survey included all ownership classifications, private ownership, federal, state, and local government. Of those responding with job vacancies, 84 percent were classified as government statewide.

A list of difficulties that employers had in filling the positions can be found on the back page. The difficulty reported most often was being unable to find applicants with specific experience, training, skills and/or certifications.



SHREVEPORT REGIONAL JOB VACANCIES BY INDUSTRY GROUP

INDUSTRY GROUP	NUMBER OF VACANCIES	INDUSTRY EMPLOYMENT* VACANCY RATE		MEDIAN HOURLY WAGE	
Trade, Transportation & Utilities	1,095	46,525	2.4%	\$6.40	
Education & Health Services	952	63,575	1.5%	\$9.26	
Leisure & Hospitality	780	29,949 2.6%		\$6.55	
Professional & Business Services	742	18,709 4.0%		\$10.00	
Construction	425	12,530	3.4%	\$11.00	
Other Services	268	5,770	4.6%	\$8.50	
Manufacturing	260	23,690	1.1%	\$10.00	
Financial Activities	168	9,820	1.7%	\$6.75	
Public Administration	128	9,804	1.3%	\$13.33	
Natural Resources & Mining	82	6,087	1.3%	\$15.03	
Information	69	3,834	1.8%	\$12.98	
Total, All Industry Groups (1)	4,968	230,368	2.2%	\$8.63	

^{* 2}nd Quarter 2005 - Industry Data

(1) Due to unclassified data, column may not add to total

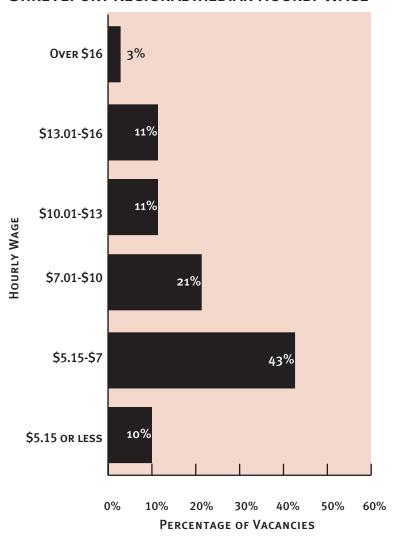


Occupational Group	Number Of Vacancies	EMPLOYMENT IN OCCUPATION	PERCENT REQUIRING AT LEAST SOME WORK EXPERIENCE	PERCENT REQUIRING MORE THAN A HIGH SCHOOL DIPLOMA	MEDIAN HOURLY WAGE	MEDIAN NUMBER OF DAYS POSITION WAS VACANT	2ND QUARTER VACANCY RATE 2005 OVERALL*	2ND QUARTER VACANCY RATE 2005 PRIVATE SECTOR	2ND QUARTER VACANCY RATE 2004 PRIVATE SECTOR
Architecture and Engineering Occupations	103	2,190	90.0%	90.0%	\$12.50	90	4.70%	4.70%	0.34%
Arts, Design, Entertainment, Sports, & Media Occupations	42	1,630	65.1%	65.1%	\$9.80	60	2.55%	2.36%	3.25%
Building and Grounds Cleaning & Maintenance Occupations	88	8,600	94.1%	NA	\$7.00	32	1.03%	0.95%	7.70%
Business & Financial Operations Occupations	4	5,050	25.2%	99.5%	NA	60	0.08%	0.08%	1.47%
Community and Social Services Occupations	43	2,790	100.0%	11.7%	\$10.39	20	1.53%	1.49%	1.01%
Computer and Mathematical Occupations	0	1,460	NA	NA	NA	NA	0.00%	0.00%	3.06%
Construction and Extraction Occupations	341	12,830	92.7%	17.6%	\$10.50	14	2.66%	2.66%	6.29%
Education, Training, and Library Occupations	113	15,510	62.7%	100.0%	\$14.42	28	0.73%	0.40%	0.40%
Farming, Fishing, and Forestry Occupations	1	1,300	100.0%	NA	NA	0	0.08%	0.00%	0.00%
Food Preparation & Serving-Related Occupations	746	18,710	80.1%	2.1%	\$6.00	7	3.99%	3.99%	3.16%
Healthcare Practitioners & Technical Occupations	163	13,100	57.4%	98.1%	\$16.71	30	1.24%	1.14%	1.74%
Healthcare Support Occupations	92	7,610	63.5%	54.1%	\$6.50	21	1.20%	1.14%	1.41%
Installation, Maintenance, & Repair Occupations	649	10,960	45.3%	47.4%	\$12.00	60	5.92%	5.81%	3.56%
Legal Occupations	32	1,260	NA	100.0%	NA	14	2.52%	0.00%	0.00%
Life, Physical, and Social Science Occupations	2	980	100.0%	100.0%	\$16.83	150	0.16%	0.16%	1.16%
Management Occupations	208	12,330	100.0%	53.9%	\$13.00	60	1.69%	1.57%	2.30%
Non-Classifiable Occupations	0	NA	NA	NA	NA	NA	NA	NA	NA
Office and Administrative Support Occupations	963	36,230	43.9%	16.3%	\$8.28	15	2.66%	2.46%	0.67%
Personal Care and Service Occupations	381	7,930	95.8%	30.05%	\$6.25	14	4.81%	4.74%	3.13%
Production Occupations	207	17,170	83.7%	23.3%	\$8.00	14	1.21%	1.21%	0.69%
Protective Service Occupations	31	5,960	NA	NA	\$8.67	14	0.52%	0.13%	0.03%
Sales and Related Occupations	356	22,030	97.6%	46.5%	\$6.00	21	1.62%	1.62%	7.53%
Transportation & Material Moving Occupations	404	16,180	44.1%	33.4%	\$6.63	21	2.50%	2.46%	5.38%
Total	4,968	221,810	68.8%	33.03%	\$8.80	26	2.24%	2.13%	1.78%

TOP 10 JOB OPENINGS Customer Service Representatives (480 openings) Security & Fire Alarm Systems Installers (314 openings) Personal & Home Care Aides (267 openings) Retail Salespersons (254 openings) Waiters & Waitresses (231 openings) Truck Drivers, Heavy & Tractor-Trailer (195 openings) Truck Drivers, Light or Delivery Services (181 openings) Carpenters (180 openings) Dishwashers (175 openings) Hosts & Hostesses, Restaurant, Lounge & Coffee Shop

SHREVEPORT REGIONAL MEDIAN HOURLY WAGE

(168 openings)



^{*}Overall includes the private sector as well as federal, state, and local government entities in Louisiana. NOTE: Due to rounding, column may not add to total.